

PAY DIFFERENTIAL 85**NIGHT-SHIFT DIFFERENTIAL PAY – UNITS 01, 03, 04, 05, 06, 07, 09, 10, 11, 12, 13, 15, 17, 18, 19, 20, 21; EXCLUDED; AND LEGISLATIVE COUNSEL EMPLOYEES**

Effective: 07/01/84

Revised: 07/01/98, 10/01/01, 05/01/02

CLASS TITLE	DEPARTMENT
Rank and File: With the exception of classes in Bargaining Unit 08 authorization to approve requests for the addition of classes eligible for NIGHT-SHIFT DIFFERENTIAL PAY is delegated to the various appointing authorities where the nature of the request clearly meets established standards.	All Departments

DEFINITION OF SHIFT:
All Bargaining Units except Unit 05. <ul style="list-style-type: none"> Evening: A shift, four or more hours of which fall between 6 p.m. and midnight. Night: A shift, four or more hours of which fall between 12 midnight and 6 a.m.; or a shift, four or more hours of which fall between 6 p.m. and 6 a.m. Unit 13 – Four or more hours of which fall between 10 p.m. and 6 a.m. Unit 04 – TOLL COLLECTORS ONLY – Three (3) or more hours which fall into the above definition of Evening or Night-Shifts. Unit 05 <ul style="list-style-type: none"> Evening/Swing Shift: A shift, four or more hours of which fall between 6 p.m. and 1 a.m. Night/Graveyard Shift: A shift, four or more hours of which fall between 11 p.m. and 6 a.m. Unit 19 Rehabilitation Therapists at Department of Developmental Services and Department of Mental Health midshift: A shift, eight full hours between 12 noon and 9 p.m.

RATES
See Night-Shift Differential Rate Chart

CRITERIA
<ul style="list-style-type: none"> An employee working the evening shift during the entire pay period would receive the shift differential per month including holidays. An employee working the night shift during the entire pay period would receive the shift differential per month including holidays. An employee working a fractional month or less than a full shift would receive a shift differential payment at the hourly rate for the entire shift worked.

SECTION 14:**PAY DIFFERENTIALS**

- An employee whose shift qualifies for both the evening and night shifts would receive a shift differential at the higher rate.
- Employees working regularly scheduled assigned night shifts in classes for which a night-shift differential has been authorized by the Department of Personnel Administration may receive the appropriate night-shift differential during periods of paid leave. The night-shift differential during periods of paid leave shall only be paid for that shift or shifts the employee would have been expected to work were he/she not on paid leave.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes
SUBJECT TO PERS DEDUCTION	No (Unit 13)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

NOTE: All classes not eligible for night-shift differential are identified by Footnote 34.

NIGHT-SHIFT DIFFERENTIAL RATE CHART

CB/ID	Effective Date	Evening	Night	Reg. Pay/ Reg. OT	Prem. OT	Monthly
R01, R03, R04, R21	01/01/90	X	X	\$.40 .50	\$.60 .75	\$ 69.33 86.67
R05	01/01/90	X	X	.40 .65	.60 .98	69.33 112.66
R06 and Excluded Correctional Classes	01/01/90		X*	.50	.75	86.67
R07 and Excluded Classes	01/01/90		X*	.50	.75	86.67
R09	01/01/90		X	.40 .50	.60 .75	69.33 86.67
R10, R11, R12	01/01/90	X	X	.40 .50	.60 .75	69.33 86.67
R13	01/01/91	X	X	.90 1.00	1.35 1.50	155.99 173.33
Unit 13 Excluded Classes	03/01/91	X	X	.95 1.05	1.43 1.58	164.66 182.00
Excluded Printing Trade Classes**	01/01/90		X*	.50	.75	86.67
R15	01/01/91		X*	.50	.75	86.67
Unit 15 Excluded	10/01/92		X*	.50	.75	86.67
R17	01/01/90	X	X	.60 .75	.90 1.13	104.00 130.00
Unit 17 Excluded Nursing Classes	01/01/90	X	X	.65 .80	.98 1.20	112.67 138.67
R18*****	01/01/90	X	X	.50 .40	.75 .60	86.67 69.33
R19	01/01/90	X	X	.40 .50	.60 .75	69.33 86.67
Rehabilitation Therapist***	07/01/98	(Mid-shift)		.40	.60	69.33
R20	01/01/90	X	X	.40 .50	.60 .75	69.33 86.67
C,E,M,S ****Excluded (Except Excluded Correctional, Excluded Unit 7, Unit 15, Nursing Classes, Stationary Engineers, and Printing Trade Classes)	01/01/91	X	X	.45 .55	.68 .83	78.00 95.34
E25	01/01/91		X*	.50	.75	86.67

* Applies to employees who work four or more hours between 6 p.m. and 6 a.m.

** Applies only to Non-Office of State Printing Plant classes.

*** Mid-shift applies to Rehabilitation Therapists at Department of Developmental Services and Department of Mental Health working a full eight (8) hour shift between 12 noon and 9 p.m. Mid-shift should reflect as an E in the employment history.

**** Associate Printing Plant Superintendent: \$249 per month (Evening Shift); \$308 per month (Night Shift).

***** Regardless of shift work, as in the case of overtime, employees shall be paid for all hours worked at the differential rate of their regularly scheduled shift.

***** Employees who regularly work the a.m. shift and work overtime on a different shift will receive shift differential consistent with the criteria as outlined in Article 4 Section 4.5 of the MOU.